

Dept. of Blind Facts – FY '12

http://www.blind.state.ia.us

General Information

Address: 524 Fourth Street
Des Moines, IA 50309-2364



Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 88	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 15.62
--------------	-------------	--------------------	----------------------------------

Span of Control: 9.67	Total Unemployment Insurance Claims: 1
-----------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	24	<25	0	45-54	2	# of Females:	55	# of Males:	33
25-34	5	55-64	39	25-34	0	55-64	6	% of WF:	62.50%	% of WF:	37.50%
35-44	16	65+	3	35-44	1	65+	0	Average Age:	50.05	Average Age:	55.37
Employee Average Age: 52.04				Supervisor Average Age: 55.86				Average Length of Service: 15.00		Average Length of Service: 16.65	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	3	# of Non-minorities:	84	# African-American:	1	# of "did not respond":	1
% of Workforce:	3.41%	% of Workforce:	95.45%	# Asian/Pacific Island:	1	% of Workforce:	1.14%
Average Age:	55.12	Average Age:	52.00	# Am. Indian/Alaskan:	0	Average Age:	46.39
Average Length of Service:	15.12	Average Length of Service:	15.64	# Hispanic or Latino:	1	Average Length of Service:	15.70

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	20	# of Persons With No Disabilities:	64	# of "did not respond":	4
% of Workforce:	22.73%	% of Workforce:	72.73%	% of Workforce:	4.55%
Average Age:	52.63	Average Age:	51.92	Average Age:	51.14
Average Length of Service:	14.86	Average Length of Service:	15.41	Average Length of Service:	22.78

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 54	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 18	Skilled Craft EEO Category 7: 7	Service/Maintenance EEO Category 8: 1

Separation Rate: 4.57%	Hire Rate: 3.43%	Number Hires: 3	Transfer In: 0
Retirements: 3	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 31	Most Populous Classes: Senior Svc Spec for the Blind 1 (28), Svcs Spec for the Blind 2 (7), Library Associate (6)		
Separations - By Class:	Senior Svc Spec for the Blind 1 (2), Admin Secretary (1), Director Dept for the Blind (1)		
# Eligible for Retirement:	32 in the next 5 years	% Eligible: 36.36%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$42,218.10	Sick Leave Payouts: \$4,380.77	Annual Payroll: \$4,746,558.48	Avg. Base Salary: \$54,324.94	Overtime Days Worked: 10.7
Overtime Cost: \$3,344.28	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$388,331.91	Vacation Days Earned: 1,801.2	Vacation Used Expense: \$379,690.98	Vacation Days Taken: 1,743.7	
Sick Leave Days Earned: 1,417.3	Reg. Sick Leave Used Expense: \$180,044.44	Reg. Sick Leave Days Used: 922.2	Converted Sick Leave To Vacation Days Used: 148.0	
Sick Leave -Earned Value: \$280,320.39		Avg. Sick Leave Days Per EE: 10.48	Converted Sick Leave To Vacation Used Expense: \$34,151.48	
Injury Leave Used Expense: \$1,148.57	Injury Leave Days Used: 6.8	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$8,600.80	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,118.29	Funeral Days Used: 31.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$850.08	Jury Leave Days Used: 3.6	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for 12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012